

MEMORANDUM

Agenda Item No. 11(A)(12)


TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners


DATE: June 2, 2015

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Resolution waiving by a two-thirds vote of the County Commission's full membership term limit restrictions for Miami-Dade County Domestic Violence Oversight Board member Lucia Davis-Raiford; and authorizing the reappointment of Lucia Davis-Raiford to the Miami-Dade County Domestic Violence Oversight Board for another term

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Barbara J. Jordan.



R. A. Cuevas, Jr.
County Attorney 

RAC/smm




MEMORANDUM

(Revised)

TO: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

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Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Ordinance creating a new board requires detailed County Mayor's report for public hearing
- ☒ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's ☒, 3/5's ☐, unanimous ☐) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(12)
6-2-15

RESOLUTION NO. _____

RESOLUTION WAIVING BY A TWO-THIRDS VOTE OF THE COUNTY COMMISSION'S FULL MEMBERSHIP TERM LIMIT RESTRICTIONS FOR MIAMI-DADE COUNTY DOMESTIC VIOLENCE OVERSIGHT BOARD MEMBER LUCIA DAVIS-RAIFORD; AND AUTHORIZING THE REAPPOINTMENT OF LUCIA DAVIS-RAIFORD TO THE MIAMI-DADE COUNTY DOMESTIC VIOLENCE OVERSIGHT BOARD FOR ANOTHER TERM

WHEREAS, in accordance with Section 2-892(d) of the Code of Miami-Dade County, Florida, no Domestic Violence Oversight Board ("DVOB") member shall serve more than two consecutive and complete terms of three years unless the Board of County Commissioners, by a two-thirds vote of the full membership of the Board of County Commissioners, votes to waive that term limit; and

WHEREAS, in accordance with Section 2-11.38.2 of the Code of Miami-Dade County, Florida, no board member shall serve more than eight consecutive years on a County board unless the Board of County Commissioners, by a two-thirds vote of the members present, votes to waive the eight year term limit; and

WHEREAS, Lucia Davis-Raiford has served as a member of the DVOB since February 23, 2006, which is approximately nine years; and

WHEREAS, Lucia Davis-Raiford has demonstrated a commitment to victims of domestic violence, the residents of Miami-Dade County, and the goals of the DVOB; and

WHEREAS, Lucia Davis-Raiford desires to continue to serve as a member of the DVOB; and

WHEREAS, this Board wishes to waive the applicable term limits and authorize the reappointment of Lucia Davis-Raiford to the DVOB for another three-year term; and

WHEREAS, a copy of Ms. Davis-Raiford's resume is attached,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board, by a two-thirds vote of this Board's full membership, waives the term limit restrictions applicable to DVOB member Lucia Davis-Raiford, and authorizes the appointment of Lucia Davis-Raiford to another term as a member of the DVOB.

The Prime Sponsor of the foregoing resolution is Commissioner Barbara J. Jordan. It was offered by Commissioner _____, who moved its adoption. The motion was seconded by Commissioner _____ and upon being put to a vote, the vote was as follows:

Jean Monestime, Chairman

Esteban L. Bovo, Jr., Vice Chairman

Bruno A. Barreiro

Jose "Pepe" Diaz

Sally A. Heyman

Dennis C. Moss

Sen. Javier D. Souto

Juan C. Zapata

Daniella Levine Cava

Audrey M. Edmonson

Barbara J. Jordan

Rebeca Sosa

Xavier L. Suarez

The Chairperson thereupon declared the resolution duly passed and adopted this 2nd day of June, 2015. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.



Brenda Kuhns Neuman

LUCIA DAVIS-RAIFORD

**19731 W. Oakmont Drive
Miami, Florida 33015
Email: ldraiford@bellsouth.net**

**(305) 829-4099 (Home)
(305) 986-2770 (Cellular)
(786) 469-4644 (Work)**

EDUCATION

Antioch School of Law, Washington, D.C.; Juris Doctor, 1978
Bennett College, Greensboro, N.C.; B.S. and A Interdisciplinary Studies, 1975

PROFESSIONAL EXPERIENCE

DIRECTOR, COMMUNITY ACTION AND HUMAN SERVICES DEPARTMENT 2011 - Present MIAMI-DADE COUNTY, MIAMI, FL

Direct, reorganize and coordinate implementation activities of all social services programs of Miami Dade County government. Providing thought leadership to promote self-sufficiency for low income families, emphasizes delivery of quality services, prioritizes programming develops efficient and respectful staff, takes into account community and personal needs of constituents. Department provides services to citizens in stages of life from pre-birth to seniors in all areas of need including social, economic, educational, mental health, medical, nutritional services. Works in collaboration with other County departments, community based organizations, corporations and private businesses to improve the social and economic outlook for the County's most vulnerable families and institutions.

DIRECTOR, OFFICE OF HUMAN RIGHTS & FAIR EMPLOYMENT PRACTICES 2003 - Present MIAMI-DADE COUNTY, MIAMI, FL

Direct County's diversity management programs to support equal opportunity in housing, employment, public accommodations and access to credit and financing. Direct external programming for implementation of Miami-Dade County Human Rights Ordinance and work-sharing agreements with the U.S. Equal Employment Opportunity Commission. Manage revolving annual inventory of approximately 500 internal and external cases; develop policies and programs to eliminate barriers to equality in Miami Dade County workplaces. Delivered first county-wide EEO training accessible to all 30,000 employees. Eliminated duplicative efforts in resolution of discrimination and unfair employment practice complaints, created Case Tracking System to centralize and monitor department level complaint resolution. Focused training to resolve problem program areas.

NEW YORK CITY POLICE DEPARTMENT, NEW YORK, NY 1995 - 2003 Office of the Chief of Department, Founding Director, Domestic Violence

Created and established policy, procedures and service delivery systems for major police strategy, "Breaking the Cycle of Violence". This aggressive, proactive program ensured equal protection of law for victims of family violence, using innovative policing strategies that become national models. Advised Police Commissioner and Chief of Department on law, policy, legislation, and emerging social issues. As highest-ranking civilian in police operations, developed management and accountability measures, conducted oversight of field operations to ensure effectiveness and outcomes. Developed first system for tracking domestic crime data, wrote curricula and established training procedures at all organizational levels of 50,000 member department. Developed innovative programs and won millions of dollars in grant funds for ground-breaking initiatives. Created special projects using existing resources to accomplish expanded goals. Monitored output of 82 city precincts, 500 functional direct reports, and the domestic violence responses of 40,000 uniformed and plain-clothes personnel. Programs received national and international recognition for developing effective institutional responses to this complex social problem.

RAIFORD ASSOCIATES, NEW YORK, NY**1998 – Present****President and CEO**

Assisted business, government and non-profit organizations in developing effective programs. Developed curricula, conducted training; advised on strategic investigations and recommended creative, effective, non-adversarial resolutions. Lectured extensively on matters related to domestic and family violence. Major clients included the National Football League; NYS Unified Court System; New York State Division of Criminal Justice Services; Downtown Business Improvement Alliance; National Basketball Association, governments of Aruba, Antigua, community and social organizations.

NEW YORK CITY TRANSIT POLICE DEPARTMENT, NEW YORK, NY**1991- 1995****Director, Legal Services Bureau**

As a direct report to the Chief of Police, advised Chief on policy and legal matters related to patrol strategy, investigations, and administration. Directed activities of 200 sworn and civilian personnel in the Legal Services, Equal Employment Opportunity, Court, Documents, and Disciplinary Units of the nation's seventh largest police department. Reviewed Internal Affairs investigations for legal sufficiency and procedural compliance. Oversight of all employment matters, including the monitoring of recruitment, hiring, transfer, disciplinary, retention and termination decisions. Evaluated civilian complaints; served as liaison to District Attorneys and courts. Directed the department's community service and financial restitution programs.

NEW YORK CITY TRANSIT POLICE DEPARTMENT, NEW YORK, NY**1991 – 1992****Special Counsel for EEO, Labor, and Government Affairs**

Reporting to Chief of Police, created, staffed, and directed the Department's first Office of Equal Employment Opportunity. Devised training and complaint resolution strategies in complex 7,000 member law enforcement agency. Developed process to informally resolve grievances and complaints at all levels. Applied conflict resolution strategies to complex facts. Required strong ability to create and implement change in large public sector organization. Served as liaison to New York Police Department, District Attorneys, Unions and fraternal organizations.

METROPOLITAN TRANSPORTATION AUTHORITY, NEW YORK, NY**1991****Acting Vice President for Affirmative Action**

Oversaw equal employment practices and minority/women-owned business contracting activities of North America's largest commuter rail and mass transit network with daily ridership of over 5 million, serving 468 subway stations along 660 miles of track. Advised on utilization analyses, agency contracting and personnel decisions. Ensured and compliance with federal, state, and local laws. Developed innovative cultural programs and programs to ensure participation of women-and minority-owned businesses in procurement process in large member agencies (NYC Transit, Metro-North Commuter Rail, Long Island Railroad). Required strong organizational skills. Revised moribund certification procedures to more efficiently match programs and ensure small contractor success in bidding. Managed staff in compliance activity, equal employment programs and small business development.

NEW YORK CITY TRANSIT AUTHORITY, NEW YORK, NY**1986 – 1991****Assistant Vice President for Human Resources & EEO; Director, Office of Business Programs; Manager, Business Programs**

At 65,000 employee agency, devised and managed Human Resources and equal opportunity programs in business contracting and employment. Thrust of work involved assessing organizational process to identify and eliminate barriers. Required knowledge of federal, state, local law and policy; assessing agency need against contractor community availability; ability to develop system of checks and balances in human resource practices to ensure equality of opportunity. Directed activities of managers in application of EEO, affirmative action, and contracting activities. Developed standards for business certification and contract monitoring, monitored contractor compliance with EEO policies.

METRO-DADE COUNTY TRANSPORTATION ADMINISTRATION, MIAMI, FL 1981 – 1986

Director, Office of Equal Employment Opportunity; Minority Business Enterprise Specialist

In progressively responsible roles, directed staff of EEO, MBE, and Contract Compliance units. Developed affirmative action/equal employment plans, strategies, and reports. Designed and implemented nation's first public set-aside program and first bond guarantee program using proceeds of Decade of Progress Bonds. Developed EEO, labor relations, and fair contracting policies and practices. Directed Contract Administration Department.

U.S HOUSE OF REPRESENTATIVES, WASHINGTON, D.C.

1979 - 1980

Legislative Aide to Congressman John Conyers, Congressman Micky Leland

Constituent services, legislative drafting on issues related to health, education and welfare. Liaison to Congressional Black Caucus.

PROFESSIONAL AFFILIATIONS

Miami

Boards

- Women's Fund of Miami-Dade
- Miami Dade County Domestic Oversight Board
- Carrie Meek Foundation
- Vision to Victory Human Services Corporation

Community Service Organizations

- Delta Sigma Theta
- The Links, Incorporated

New York

- Member, Junior League of Brooklyn
- Community Advisory Board, Junior League of New York
- Board of Directors, Connect, Inc.

HONORS, PUBLICATIONS, LECTURES

- New York State Governor's Justice, Freedom and Courage Award (Gov. George Pataki)
- Fordham University Law Review
- Federal Bureau of Investigations, Domestic and Workplace Violence Monographs
- New York State Office of Criminal Justice Programs
- NYC Administration for Children's Services "Quality Child Welfare Practice with Families Affected by Domestic Violence"
- Domestic Violence in the Workplace: Developing a Corporate Response
- National District Attorneys Association, lecturer
- The Center for Minority Studies, Inc., lecturer
- New York Asian Women's Center

Consultant and lecturer on role of law enforcement in the development of effective social policy: England, Taiwan, France, South Korea, Japan, South Africa, India, Australia, the Netherlands and Sweden.

REFERENCES UPON REQUEST